

Wage Determination: 1999-0157, 4

REGISTER OF WAGE DETERMINATIONS
UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross, Director
Division of Wage Determinations
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1999-0157
Revision No.: 4
Date of Last Revision: 05/28/2002

States: Arkansas, Illinois, Iowa, Kentucky, Louisiana, Mississippi, Missouri, Tennessee

Area: Arkansas Counties of Ashley, Bradley, Calhoun, Chicot, Clark, Crittenden, Dallas, Desha, Garland, Hempstead, Hot Spring, Howard, Lafayette, Lee, Little River, Miller, Mississippi, Montgomery, Nevada, Ouachita, Phillips, Pike, Sevier, Union

Iowa County of Lee

Illinois Counties of Adams, Alexander, Calhoun, Greene, Hancock, Henderson, Jackson, Jersey, Macoupin, Madison, Massac, Monroe, Pike, Pulaski, Randolph, Scott, St Clair, Union

Kentucky Counties of Ballard, Carlisle, Fulton, Hickman, McCracken

Louisiana Parishes of Ascension, Assumption, Avoyelles, Bienville, Bossier, Caddo, Catahoula, Concordia, East Baton Rouge, East Carroll, Franklin, Grant, Iberia, Iberville, Jefferson, Lafourche, Madison, Morehouse, Natchitoches, Orleans, Ouachita, Plaquemines, Pointe Coupee, Rapides, Red River, Richland, Saint James, Saint John The Baptist, St Bernard, St Charles, St Landry, St Martin, St Mary, St Tammany, Tensas, Terrebonne, Union, Washington, Webster, West Baton Rouge, West Feliciana, Winn

Missouri Counties of Cape Girardeau, Clark, Jefferson, Lewis, Lincoln, Marion, Mississippi, New Madrid, Pemiscot, Perry, Pike, Ralls, Scott, St Charles, St Louis, Ste Genevieve

Mississippi Counties of Adams, Attala, Bolivar, Carroll, Claiborne, Coahoma, Copiah, De Soto, Grenada, Hancock, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lafayette, Lawrence, Leflore, Madison, Marion, Panola, Pearl River, Quitman, Rankin, Sharkey, Simpson, Sunflower, Tallahatchie, Tate, Tunica, Warren, Washington, Wilkinson, Yalobusha, Yazoo

Tennessee Counties of Dyer, Lake, Lauderdale, Obion, Shelby, Tipton

****Fringe Benefits Required Follow the Occupational Listing****

Employed on contract for towing and tender services for the Army Corps of Engineers.

OCCUPATION TITLE MINIMUM WAGE RATE

Deckhand 10.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Deckhand

General Function: Under designated supervision, performs a variety of deck duties aboard ship and boats to include handling lines and cables tying knot. Operating deck winches, and scraping, painting and cleaning designated to the ship/boat. Duties and Responsibilities: 1. Handles lines and cables when anchoring or getting under way, ties various types of knots, splices lines to secure cargo, boat and deck equipment. 2. Assists in hoisting and lowering boats, making up cargo nets and fenders, and in performing other marlinespike seamanship. 3. Operates deck winches to hoist or lower cargo and boats, works with ground tackle, block and tackle gear and rigging equipment. 4. Scrapes, paints, and clean ships/boats, hull superstructure and compartment space. 5. May give instructions to passengers on the use of lifesaving equipment and instructions on what is required in case of emergency. 6. May receive and transmit radio message from boat to shore. 7. Performs other related duties as assigned. Physical Effort: Stands, walks and handles light and medium weight objects. Working Condition: Work outside exposed to all types of weather and to the possibility of cuts, bruises burns and chapped hands.

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William W. Gross
Director

Division of Wage
Determinations

Wage Determination No.: 1999-0326

Revision No.: 3

Date of Last Revision: 05/31/2001

States: Arkansas, Illinois, Kentucky, Mississippi, Missouri, Tennessee

Area: Arkansas Counties of Arkansas, Clay, Craighead, Crittenden, Cross, Desha, Faulkner, Greene, Jackson, Lawrence, Lee, Lonoke, Mississippi, Monroe, Phillips, Poinsett, Prairie, Randolph, St Francis, White, Woodruff

Illinois County of Pulaski

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, McCracken

Missouri Counties of Bollinger, Butler, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Scott, St Francois, Ste Genevieve, Stoddard, Washington, Wayne

Mississippi Counties of Alcorn, Benton, Coahoma, De Soto, Marshall, Prentiss, Tippah, Tunica, Union

Tennessee Counties of Carroll, Chester, Crockett, Dyer, Fayette, Gibson, Hardeman, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

*Fringe Benefits Required Follow the Occupational Listing**

Employed on U.S. Army Corps of Engineers contract for general towing and tender services for the revetment season for the Memphis District:

OCCUPATION TITLE

MINIMUM WAGE RATE

Captain, Harbor Tug

First Mate

22 .36

Master, Towboat

28 .12

Pilot, Towboat

25 .27

Cook-Baker

14 .83

Deckhand, Harbor Tug

Deckhand

Deckhand Leader

Engineer, Harbor Tug

Chief Engineer

Watch Engineer

22 .36

Fireman-Watertender

20 .80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.02~~ ^{42.15} an hour or ~~\$80.80~~ ^{126.00} a week or ~~\$350.13~~ ^{1372.67} a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks

after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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**** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS ****

Captain, Harbor Tug

Qualified tug master and operator in charge of the tugboat, its personnel, its operation and maintenance. The Captain is a radio operator, understands and operates radar and other navigational aids used in conjunction with tug-ship operations and tug-barge operations both harbor and ocean. This person must also be qualified in administrative ship business and overall charge of maintenance of the vessel. Must hold appropriate Coast Guard documentation/license.

Deckhand, Harbor Tug

Qualified seaman capable of performing all duties related to tugboat servicing ships and barges both in the harbor and at sea. Must hold appropriate Coast Guard documentation/license.

Engineer, Harbor Tug

Qualified engineer in the operation, the maintenance, both corrective and preventative, and overall supervisor in the proper operation and maintenance of all machinery, both main and auxiliary and electrical and other mechanical gear aboard the tugboat. Also must have administrative ability to keep records and maintain the inventory of parts, tools, fuel, etc. Must hold appropriate Coast Guard documentation/license.